

Supervision

Role-Playing Exercise: “The Cow Problem”

Note: You may want to duplicate this exercise sheet so you can cut up the assignments to give to the participants. Arrange a table or simulated desk/office set up in full view of the class. Props are optional.

Instructions: Select four individuals from the audience to play the roles of (1) park Volunteer Coordinator Sam Light, and VIPs (2)Red (or Ruth) Barnes, (3)Jackie (or Jack) Fields and (4)Edgar (or Edna) Smite. Tell them as a group that this is a role-playing exercise to resolve a supervisory issue at Dayton Dairy National Historical Park. Then hand them their individual STEP ONE assignments.

STEP ONE: With Edgar out of the room, have Sam, Red and Jackie hold their meeting in front of the class. Next, give the STEP TWO assignment to Sam for the follow-up meeting with Edgar.

STEP ONE: Sam Light

You are the Volunteer Coordinator at Dayton Dairy National Historical Park. Two volunteers, Red Barnes and Jackie Fields, have asked to speak with you. You don't know much about them, except that they are reliable and conscientious.

STEP ONE: Red Barnes and Jackie Fields

You are volunteers at the Dayton Dairy National Historical Park. You really want to participate in the living history program there and dress in period costume and help milk the cows. But for the past two months, every time you come to the park to volunteer, Edgar Smite (another volunteer) says that he is milking the cows. You both end up repairing milking stools instead, because no one else wants to do it.

You have tried to talk to Edgar, but he says he the best milker in the county and he should do it, so it is done properly.

You are both conscientious VIPs. You are tired of repairing milking stools. You are also fed up with Edgar. You decide that something needs to be done and have asked to meet with the Sam Light, the park Volunteer Coordinator. _ _ _

STEP ONE: Edgar (or Edna) Smite.

You have been a volunteer at Dayton Dairy National Historical Park for the past 10 years. You joined so that you could be in the living history program to milk the cows. You are the best milker in the county and have won the Dayton County Fair Cow-Milking Contest for the past 15 years. You feel that you can really help out the park by sharing your talents.

Also, your wife has donated \$1,000 to the living history program in the park.

STEP TWO : Sam Light

You first look up your records on Edgar. He has been a volunteer for the past 10 years, has always shown up when he is supposed to, and works the full shift. His wife has donated a lot of money to the living history program.

You ask around and find out that Edgar's volunteer job has been solely to milk the cows.

You call Edgar in to see you.
